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20 UNITED STATES DISTRICT COURT

21 NORTHERN DISTRICT OF CALIFORNIA – SAN FRANCISCO DIVISION

22 JUVENAL RIOS, on behalf of himself and all  
22 others similarly situated, and on behalf of the  
22 general public,

Case No. CV 05-02203 VRW

Class Action Complaint

23 Plaintiffs, STIPULATED PROTECTIVE ORDER

24 vs.  
25 AIRBORNE EXPRESS, INC., a Delaware  
26 corporation; SERVICE AMERICA COURIER  
26 CORP., a Florida corporation; and DOES 1 through  
27 500, Inclusive,

28 Defendants.

STIPULATED PROTECTIVE ORDER

1        **1. PURPOSES AND LIMITATIONS**

2        Disclosure and discovery activity in this action are likely to involve production of  
 3        confidential, proprietary, or private information for which special protection from public  
 4        disclosure and from use for any purpose other than prosecuting this litigation would be  
 5        warranted. Accordingly, the parties hereby stipulate to and petition the court to enter the  
 6        following Stipulated Protective Order. The parties acknowledge that this Order does not confer  
 7        blanket protections on all disclosures or responses to discovery and that the protection it affords  
 8        extends only to the limited information or items that are entitled under the applicable legal  
 9        principles to treatment as confidential. The parties further acknowledge, as set forth in Section  
 10        10, below, that this Stipulated Protective Order creates no entitlement to file confidential  
 11        information under seal; Civil Local Rule 79-5 sets forth the procedures that must be followed  
 12        and reflects the standards that will be applied when a party seeks permission from the court to  
 13        file material under seal.

14

15        **2. DEFINITIONS**

16        **2.1. Party:** any party to this action, including plaintiff and all other putative class  
 17        members, defendants and all of their officers, directors, employees, consultants, retained experts,  
 18        and outside counsel (and their support staff).

19        **2.2. Disclosure or Discovery Material:** all items or information, regardless of the medium  
 20        or manner generated, stored, or maintained (including, among other things, testimony,  
 21        transcripts, or tangible things) that are produced or generated in disclosures or responses to  
 22        discovery in this matter.

23        **2.3. "Confidential" Information or Items:** information (regardless of how generated,  
 24        stored or maintained) or tangible things that qualify for protection under standards developed  
 25        under F.R.Civ.P. 26(c).

26        **2.4. "Highly Confidential – Attorneys' Eyes Only" Information or Items:** extremely  
 27        sensitive "Confidential Information or Items" whose disclosure to another Party or nonparty

28

1 would create a substantial risk of serious injury that could not be avoided by less restrictive  
2 means.

3       2.5. Receiving Party: a Party that receives Disclosure or Discovery Material from a  
4 Producing Party.

5       2.6. Producing Party: a Party or non-party that produces Disclosure or Discovery Material  
6 in this action.

7       2.7. Designating Party: a Party or non-party that designates information or items that it  
8 produces in disclosures or in responses to discovery as "Confidential" or "Highly Confidential—  
9 Attorneys' Eyes Only."

10       2.8. Protected Material: any Disclosure or Discovery Material that is designated as  
11 "Confidential" or as "Highly Confidential – Attorneys' Eyes Only."

12       2.9. Outside Counsel: attorneys who are not employees of a Party but who are retained to  
13 represent or advise a Party in this action.

14       2.10. House Counsel: attorneys who are employees of a Party.

15       2.11. Counsel (without qualifier): Outside Counsel and House Counsel (as well as their  
16 support staffs).

17       2.12. Expert: a person with specialized knowledge or experience in a matter pertinent to  
18 the litigation who has been retained by a Party or its counsel to serve as an expert witness or as a  
19 consultant in this action and who is not a past or a current employee of a Party or of a competitor  
20 of a Party's and who, at the time of retention, is not anticipated to become an employee of a  
21 Party or a competitor of a Party's. This definition includes a professional jury or trial consultant  
22 retained in connection with this litigation.

23       2.13. Professional Vendors: persons or entities that provide litigation support services  
24 (e.g., photocopying; videotaping; translating; preparing exhibits or demonstrations; organizing,  
25 storing, retrieving data in any form or medium; etc.) and their employees and subcontractors.

26  
27       3. SCOPE  
28

1           The protections conferred by this Stipulation and Order cover not only Protected Material  
2 (as defined above), but also any information copied or extracted therefrom, as well as all copies,  
3 excerpts, summaries, or compilations thereof, plus testimony, conversations, or presentations by  
4 parties or counsel to or in court or in other settings that might reveal Protected Material.

5

6           4. DURATION

7           Even after the termination of this litigation, the confidentiality obligations imposed by  
8 this Order shall remain in effect until a Designating Party agrees otherwise in writing or a court  
9 order otherwise directs.

10

11           5. DESIGNATING PROTECTED MATERIAL

12           5.1. Exercise of Restraint and Care in Designating Material for Protection. Each Party or  
13 non-party that designates information or items for protection under this Order must take care to  
14 limit any such designation to specific material that qualifies under the appropriate standards. A  
15 Designating Party must take care to designate for protection only those parts of material,  
16 documents, items, or oral or written communications that qualify – so that other portions of the  
17 material, documents, items, or communications for which protection is not warranted are not  
18 swept unjustifiably within the ambit of this Order.

19           Mass, indiscriminate, or routinized designations are prohibited. Designations that are  
20 shown to be clearly unjustified, or that have been made for an improper purpose (e.g., to  
21 unnecessarily encumber or retard the case development process, or to impose unnecessary  
22 expenses and burdens on other parties), expose the Designating Party to sanctions.

23           If it comes to a Party's or a non-party's attention that information or items that it  
24 designated for protection do not qualify for protection at all, or do not qualify for the level of  
25 protection initially asserted, that Party or non-party must promptly notify all other parties that it  
26 is withdrawing the mistaken designation.

27           This Order shall not restrict any Party's ability to use or disclose public information  
28 obtained from any non-party and/or compiled from independent sources.

1           5.2. Manner and Timing of Designations. Except as otherwise provided in this Order  
 2 (see, e.g., second paragraph of section 5.2(a), below), or as otherwise stipulated or ordered,  
 3 material that qualifies for protection under this Order must be clearly so designated before the  
 4 material is disclosed or produced.

5           Designation in conformity with this Order requires:

6           (a) for information in documentary form (apart from transcripts of depositions or other  
 7 pretrial or trial proceedings), that the Producing Party affix the legend "CONFIDENTIAL" or  
 8 "HIGHLY CONFIDENTIAL – ATTORNEYS' EYES ONLY" at the top of each page that  
 9 contains protected material. If only a portion or portions of the material on a page qualifies for  
 10 protection, the Producing Party also must clearly identify the protected portion(s) (e.g., by  
 11 making appropriate markings in the margins) and must specify, for each portion, the level of  
 12 protection being asserted (either "CONFIDENTIAL" or "HIGHLY CONFIDENTIAL –  
 13 ATTORNEYS' EYES ONLY").

14           A Party or non-party that makes original documents or materials available for inspection  
 15 need not designate them for protection until after the inspecting Party has indicated which  
 16 material it would like copied and produced. During the inspection and before the designation, all  
 17 of the material made available for inspection shall be deemed "HIGHLY CONFIDENTIAL –  
 18 ATTORNEYS' EYES ONLY." After the inspecting Party has identified the documents it wants  
 19 copied and produced, the Producing Party must determine which documents, or portions thereof,  
 20 qualify for protection under this Order, then, before producing the specified documents, the  
 21 Producing Party must affix the appropriate legend ("CONFIDENTIAL" or "HIGHLY  
 22 CONFIDENTIAL – ATTORNEYS' EYES ONLY") at the top of each page that contains  
 23 Protected Material. If only a portion or portions of the material on a page qualifies for protection,  
 24 the Producing Party also must clearly identify the protected portion(s) (e.g., by making  
 25 appropriate markings in the margins) and must specify, for each portion, the level of protection  
 26 being asserted (either "CONFIDENTIAL" or "HIGHLY CONFIDENTIAL – ATTORNEYS'  
 27 EYES ONLY").

28

1 (b) for testimony given in deposition or in other pretrial or trial proceedings, that the  
2 Party or non-party offering or sponsoring the testimony identify on the record, before the close of  
3 the deposition, hearing, or other proceeding, all protected testimony, and further specify any  
4 portions of the testimony that qualify as "HIGHLY CONFIDENTIAL – ATTORNEYS' EYES  
5 ONLY." When it is impractical to identify separately each portion of testimony that is entitled to  
6 protection, and when it appears that substantial portions of the testimony may qualify for  
7 protection, the Party or non-party that sponsors, offers, or gives the testimony may invoke on the  
8 record (before the deposition or proceeding is concluded) a right to have up to 20 days to identify  
9 the specific portions of the testimony as to which protection is sought and to specify the level of  
10 protection being asserted ("CONFIDENTIAL" or "HIGHLY CONFIDENTIAL –  
11 ATTORNEYS' EYES ONLY"). Only those portions of the testimony that are appropriately  
12 designated for protection within the 20 days shall be covered by the provisions of this Stipulated  
13 Protective Order.

14 Transcript pages containing Protected Material must be separately bound by the court  
15 reporter, who must affix to the top of each such page the legend "CONFIDENTIAL" or  
16 "HIGHLY CONFIDENTIAL – ATTORNEYS' EYES ONLY," as instructed by the Party or  
17 nonparty offering or sponsoring the witness or presenting the testimony.

18 (c) for information produced in some form other than documentary, and for any other  
19 tangible items, that the Producing Party affix in a prominent place on the exterior of the  
20 container or containers in which the information or item is stored the legend "CONFIDENTIAL"  
21 or "HIGHLY CONFIDENTIAL – ATTORNEYS' EYES ONLY.". If only portions of the  
22 information or item warrant protection, the Producing Party, to the extent practicable, shall  
23 identify the protected portions, specifying whether they qualify as "Confidential" or as "Highly  
24 Confidential – Attorneys' Eyes Only."

25        5.3. Inadvertent Failures to Designate. If timely corrected, an inadvertent failure to  
26 designate qualified information or items as “Confidential” or “Highly Confidential – Attorneys’  
27 Eyes Only” does not, standing alone, waive the Designating Party’s right to secure protection  
28 under this Order for such material. If material is appropriately designated as “Confidential” or

1 "Highly Confidential – Attorneys' Eyes Only" after the material was initially produced, the  
 2 Receiving Party, on timely notification of the designation, must make reasonable efforts to  
 3 assure that the material is treated in accordance with the provisions of this Order.

4 **6. CHALLENGING CONFIDENTIALITY DESIGNATIONS**

5 **6.1. Timing of Challenges.** Unless a prompt challenge to a Designating Party's  
 6 confidentiality designation is necessary to avoid foreseeable substantial unfairness, unnecessary  
 7 economic burdens, or a later significant disruption or delay of the litigation, a Party does not  
 8 waive its right to challenge a confidentiality designation by electing not to mount a challenge  
 9 promptly after the original designation is disclosed.

10 **6.2. Meet and Confer.** A Party that elects to initiate a challenge to a Designating Party's  
 11 confidentiality designation must do so in good faith and must begin the process by conferring  
 12 directly (in voice to voice dialogue; other forms of communication are not sufficient) with  
 13 counsel for the Designating Party. In conferring, the challenging Party must explain the basis for  
 14 its belief that the confidentiality designation was not proper and must give the Designating Party  
 15 an opportunity to review the designated material, to reconsider the circumstances, and, if no  
 16 change in designation is offered, to explain the basis for the chosen designation. A challenging  
 17 Party may proceed to the next stage of the challenge process only if it has engaged in this meet  
 18 and confer process first.

19 **6.3. Judicial Intervention.** A Party that elects to press a challenge to a confidentiality  
 20 designation after considering the justification offered by the Designating Party may seek leave  
 21 per Hon. Chief Judge Vaughn R. Walker's Standing Order 1.5 before filing and serving a motion  
 22 under Civil Local Rule 7 (and in compliance with Civil Local Rule 79-5, if applicable) that  
 23 identifies the challenged material and sets forth in detail the basis for the challenge. Each such  
 24 motion must be accompanied by a competent declaration that affirms that the movant has  
 25 complied with the meet and confer requirements imposed in the preceding paragraph and that  
 26 sets forth with specificity the justification for the confidentiality designation that was given by  
 27 the Designating Party in the meet and confer dialogue.

28

1           The burden of persuasion in any such challenge proceeding shall be on the Designating  
 2 Party. Until the court rules on the challenge, all parties shall continue to afford the material in  
 3 question the level of protection to which it is entitled under the Producing Party's designation.

4           7. ACCESS TO AND USE OF PROTECTED MATERIAL

5           7.1. Basic Principles. A Receiving Party may use Protected Material that is disclosed or  
 6 produced by another Party or by a non-party in connection with this case only for prosecuting,  
 7 defending, or attempting to settle this litigation. Such Protected Material may be disclosed only  
 8 to the categories of persons and under the conditions described in this Order. When the litigation  
 9 has been terminated, a Receiving Party must comply with the provisions of section 11, below  
 10 (FINAL DISPOSITION).

11           Protected Material must be stored and maintained by a Receiving Party at a location and  
 12 in a secure manner that ensures that access is limited to the persons authorized under this Order.

13           7.2. Disclosure of "CONFIDENTIAL" Information or Items. Unless otherwise ordered  
 14 by the court or permitted in writing by the Designating Party, a Receiving Party may disclose  
 15 any information or item designated CONFIDENTIAL only to:

16           (a) the Receiving Party's Outside Counsel of record in this action, as well as employees  
 17 of said Counsel to whom it is reasonably necessary to disclose the information for this litigation  
 18 and who have signed the "Agreement to Be Bound by Protective Order" that is attached hereto as  
 19 Exhibit A;

20           (b) the officers, directors, and employees (including House Counsel) of the Receiving  
 21 Party to whom disclosure is reasonably necessary for this litigation and who have signed the  
 22 "Agreement to Be Bound by Protective Order" (Exhibit A);

23           (c) experts (as defined in this Order) of the Receiving Party to whom disclosure is  
 24 reasonably necessary for this litigation and who have signed the "Agreement to Be Bound by  
 25 Protective Order" (Exhibit A);

26           (d) the Court and its personnel;

27

28

1 (e) court reporters, their staffs, and professional vendors to whom disclosure is  
2 reasonably necessary for this litigation and who have signed the "Agreement to Be Bound by  
3 Protective Order" (Exhibit A);

4 (f) during their depositions, witnesses in the action to whom disclosure is reasonably  
5 necessary and who have signed the "Agreement to Be Bound by Protective Order" (Exhibit A).

6 Pages of transcribed deposition testimony or exhibits to depositions that reveal Protected  
7 Material must be separately bound by the court reporter and may not be disclosed to anyone  
8 except as permitted under this Stipulated Protective Order.

9 (g) the author of the document or the original source of the information.

10 **7.3. Disclosure of "HIGHLY CONFIDENTIAL – ATTORNEYS' EYES ONLY"**

11 Information or Items. Unless otherwise ordered by the court or permitted in writing by the  
12 Designating Party, a Receiving Party may disclose any information or item designated  
13 "HIGHLY CONFIDENTIAL – ATTORNEYS' EYES ONLY" only to:

14 (a) the Receiving Party's Outside Counsel of record in this action, as well as employees  
15 of said Counsel to whom it is reasonably necessary to disclose the information for this litigation  
16 and who have signed the "Agreement to Be Bound by Protective Order" that is attached hereto as  
17 Exhibit A;

18 (b) Experts (as defined in this Order) (1) to whom disclosure is reasonably necessary for  
19 this litigation, (2) who have signed the "Agreement to Be Bound by Protective Order"  
20 (Exhibit A);

21 (c) the Court and its personnel;

22 (d) court reporters, their staffs, and professional vendors to whom disclosure is  
23 reasonably necessary for this litigation and who have signed the "Agreement to Be Bound by  
24 Protective Order" (Exhibit A); and

25 (e) the author of the document or the original source of the information.

26 **8. PROTECTED MATERIAL SUBPOENAED OR ORDERED PRODUCED IN**  
27 OTHER LITIGATION.

1        If a Receiving Party is served with a subpoena or an order issued in other litigation that  
 2 would compel disclosure of any information or items designated in this action as  
 3 "CONFIDENTIAL" or "HIGHLY CONFIDENTIAL - ATTORNEYS' EYES ONLY," the  
 4 Receiving Party must so notify the Designating Party, in writing (by fax, if possible)  
 5 immediately and in no event more than three court days after receiving the subpoena or order.  
 6 Such notification must include a copy of the subpoena or court order.

7        The Receiving Party also must immediately inform in writing the Party who caused the  
 8 subpoena or order to issue in the other litigation that some or all the material covered by the  
 9 subpoena or order is the subject of this Protective Order. In addition, the Receiving Party must  
 10 deliver a copy of this Stipulated Protective Order promptly to the Party in the other action that  
 11 caused the subpoena or order to issue.

12       The purpose of imposing these duties is to alert the interested parties to the existence of  
 13 this Protective Order and to afford the Designating Party in this case an opportunity to try to  
 14 protect its confidentiality interests in the court from which the subpoena or order issued. The  
 15 Designating Party shall bear the burdens and the expenses of seeking protection in that court of  
 16 its confidential material – and nothing in these provisions should be construed as authorizing or  
 17 encouraging a Receiving Party in this action to disobey a lawful directive from another court.

18

19       **9. UNAUTHORIZED DISCLOSURE OF PROTECTED MATERIAL**

20       If a Receiving Party learns that, by inadvertence or otherwise, it has disclosed Protected  
 21 Material to any person or in any circumstance not authorized under this Stipulated Protective  
 22 Order, the Receiving Party must immediately (a) notify in writing the Designating Party of the  
 23 unauthorized disclosures, (b) use its best efforts to retrieve all copies of the Protected Material,  
 24 (c) inform the person or persons to whom unauthorized disclosures were made of all the terms of  
 25 this Order, and (d) request such person or persons to execute the "Acknowledgment and  
 26 Agreement to Be Bound" that is attached hereto as Exhibit A.

27

28

1           10. FILING PROTECTED MATERIAL. Without written permission from the  
2 Designating Party or a court order secured after appropriate notice to all interested persons, a  
3 Party may not file in the public record in this action any Protected Material. A Party that seeks to  
4 file under seal any Protected Material must comply with Civil Local Rule 79-5.

5

6           11. FINAL DISPOSITION. Unless otherwise ordered or agreed in writing by the  
7 Producing Party, within sixty days after the final termination of this action, each Receiving Party  
8 must return all Protected Material to the Producing Party. As used in this subdivision, "all  
9 Protected Material" includes all copies, abstracts, compilations, summaries or any other form of  
10 reproducing or capturing any of the Protected Material. With permission in writing from the  
11 Designating Party, the Receiving Party may destroy some or all of the Protected Material instead  
12 of returning it. Whether the Protected Material is returned or destroyed, the Receiving Party must  
13 submit a written certification to the Producing Party (and, if not the same person or entity, to the  
14 Designating Party) by the sixty day deadline that identifies (by category, where appropriate) all  
15 the Protected Material that was returned or destroyed and that affirms that the Receiving Party  
16 has not retained any copies, abstracts, compilations, summaries or other forms of reproducing or  
17 capturing any of the Protected Material. Notwithstanding this provision, Counsel are entitled to  
18 retain an archival copy of all pleadings, motion papers, transcripts, legal memoranda,  
19 correspondence or attorney work product, even if such materials contain Protected Material. Any  
20 such archival copies that contain or constitute Protected Material remain subject to this  
21 Protective Order as set forth in Section 4 (DURATION), above.

22

23           12. MISCELLANEOUS

24           12.1. Right to Further Relief. Nothing in this Order abridges the right of any person to  
25 seek its modification by the Court in the future.

26           12.2. Right to Assert Other Objections. By stipulating to the entry of this Protective  
27 Order no Party waives any right it otherwise would have to object to disclosing or producing any  
28 information or item on any ground not addressed in this Stipulated Protective Order. Similarly,

1 no Party waives any right to object on any ground to use in evidence of any of the material  
2 covered by this Protective Order.

3 IT IS SO STIPULATED, THROUGH COUNSEL OF RECORD.

4

5 **JOSE GARAY, APLC**  
6 **THE CARTER FIRM**  
7 **LAW OFFICES OF HECTOR R.**  
8 **MARTINEZ**

9  
10 DATED: June 28, 2006

  
11 Attorneys for Plaintiff Rios

12

13

**COOK & ROOS, LLP**

14

15

DATED: \_\_\_\_\_

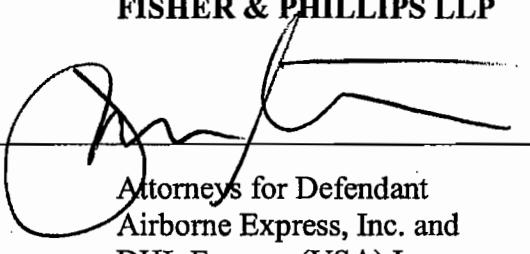
16 Attorneys for Defendant  
17 Service America Courier Corp.  
18

**FISHER & PHILLIPS LLP**

19

20

DATED: June 28, 2006

  
21 Attorneys for Defendant  
22 Airborne Express, Inc. and  
23 DHL Express (USA) Inc.  
24

PURSUANT TO STIPULATION, IT IS SO ORDERED.

25

26

DATED: July 6, 2006

  
27 Hon. Chief Judge Vaughn R. Walker  
28 United States District Judge

1 no Party waives any right to object on any ground to use in evidence of any of the material  
2 covered by this Protective Order.

3 IT IS SO STIPULATED, THROUGH COUNSEL OF RECORD.

4

5 **JOSE GARAY, APLC**

6

**THE CARTER FIRM**

7

**LAW OFFICES OF HECTOR R.**

8

**MARTINEZ**

9

10

DATED: \_\_\_\_\_

11 Attorneys for Plaintiff Rios

12

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**COOK & ROOS, LLP**

14

15

DATED: June 28, 2006 Alisa C. & Tony H. Hwang

16 Attorneys for Defendant  
17 Service America Courier Corp.

18

19

**FISHER & PHILLIPS LLP**

20

DATED: \_\_\_\_\_

21 Attorneys for Defendant  
22 Airborne Express, Inc. and  
23 DHL Express (USA) Inc.

24

PURSUANT TO STIPULATION, IT IS SO ORDERED.

25

26

DATED: \_\_\_\_\_

27 Hon. Chief Judge Vaughn R. Walker  
28 United States District Judge

## EXHIBIT A

ACKNOWLEDGMENT AND AGREEMENT TO BE BOUND

4 I, \_\_\_\_\_ [print or type full name], of \_\_\_\_\_  
5 [print or type full address], declare under penalty of perjury that I have read in its entirety and  
6 understand the Stipulated Protective Order that was issued by the United States District Court for  
7 the Northern District of California on [date] in the case of \_\_\_\_\_ [insert formal name of  
8 the case and the number and initials assigned to it by the court]. I agree to comply with and to be  
9 bound by all the terms of this Stipulated Protective Order and I understand and acknowledge that  
10 failure to so comply could expose me to sanctions and punishment in the nature of contempt. I  
11 solemnly promise that I will not disclose in any manner any information or item that is subject to  
12 this Stipulated Protective Order to any person or entity except in strict compliance with the  
13 provisions of this Order.

14. I further agree to submit to the jurisdiction of the United States District Court for the  
15 Northern

16 District of California for the purpose of enforcing the terms of this Stipulated Protective  
17 Order, even if such enforcement proceedings occur after termination of this action.

18 I hereby appoint \_\_\_\_\_ [print or type full name] of  
19 \_\_\_\_\_ [print or type full address and telephone  
20 number] as my California agent for service of process in connection with this action or any  
21 proceedings related to enforcement of this Stipulated Protective Order.

23 Date: \_\_\_\_\_

24 City and State where sworn and signed: \_\_\_\_\_

25 Printed name: \_\_\_\_\_

26 [printed name]

27 | Signature: \_\_\_\_\_

28 | [signature]